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**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2013**

**AFSCME PROPOSAL – HOLIDAY-IN-LIEU PAY FOR PUBLIC SAFETY
DISPATCHERS**

Proposed MEF language:

10.1.3 Holiday-In-Lieu Pay For Public Safety Dispatchers Class Series. In lieu of the holiday compensation provided above, employees in the Public Safety Dispatcher class series (I, II, Senior and Supervising Public Safety Dispatcher Public Safety Communications Specialist [FT/PT], Public Safety Radio Dispatcher [FT/PT], Public Safety Radio Dispatcher Trainee [FT]*, Senior Public Safety Dispatcher [FT/PT], and Supervising Public Safety Dispatcher [FT/PT]) shall be paid an amount equal to 6.5% of base salary as holiday pay. Holiday-in-lieu compensation shall be included in the employee's final average salary for the purpose of pension calculation. Employees who are paid such holiday-in-lieu pay may be required to work on holidays, and do not receive any other form of holiday compensation under any other section of this Agreement. In the event that the City Council proclaims or designates any additional holidays for which full-time employees are entitled to holiday leave, in addition to those listed in Article 10.1.1, the City will meet and confer with the Union over holiday-in-lieu pay for the Public Safety Dispatchers class series.

* The Holiday-In-Lieu Pay shall begin to be paid to employees in the Public Safety Dispatcher Trainee classification retroactively beginning with the pay period in which they were hired.